

The 2014 Iowa Workforce Needs Assessment Survey asked employers about the types of benefits being offered to their current full time and part time employees. Of the 78.3 percent of employers who offer benefits to their employees; under three-fourths (72.0%) offer benefits to only full time employees, 27.7 percent offer benefits to both full and part time employees, and 0.3 percent offer benefits to only part time employees.

Insurance is a common benefit offered by employers. Different types of health care insurance (vision, dental, etc.) may be offered as part of an umbrella plan. Respondents were asked to indicate those separately if included in a combined package. Employers were not asked about workers compensation insurance as that program is intended to cover employer liability and not employee needs directly.

Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Health/Medical	84.4%	39.0%
Prescription Drug Plans	76.5%	33.3%
Dental	62.7%	36.5%
Life Insurance	60.2%	39.0%
Accidental Death & Dismemberment	47.8%	28.3%
Short-Term Disability	42.7%	25.2%
Long Term Disability	42.5%	25.2%
Vision	37.5%	25.2%

Paid leave is another common form of employee benefit. Holiday leave varies by company in both the number of days and the particular holidays recognized. Some employers may also offer increased holiday pay in lieu of time off. Similarly, the specifics of maternity/paternity leave programs vary widely among different employers. Combined paid time off (PTO) refers to programs that allow employees to accumulate paid time off in a single pool to be used for either vacation or sick leave versus situations in which employees accrue time in separate pools.

Paid Leave Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Holiday	77.9%	51.6%
Vacation	71.0%	42.1%
Bereavement/Funeral	63.9%	42.8%
Sick Leave	41.6%	27.7%
Combined Paid Time Off (PTO)	38.9%	30.8%
Personal Days/Floating Holidays	33.3%	23.9%
Maternity/Paternity	31.9%	22.6%
Training	15.8%	11.9%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	59.8%	42.1%
Company Vehicle	42.8%	30.8%
Flex Spending Accounts/Cafeteria Plans	35.4%	23.3%
Uniform Allowances	27.4%	18.9%
Retirement Package	25.0%	22.6%
Tuition Assistance	23.9%	13.2%
Employee Assistance Program	23.4%	20.8%
Profit Sharing/Stock Options	22.7%	16.4%
Wellness Programs	15.8%	17.0%
Shift Differential Pay	13.5%	13.8%
Relocation/Moving Expenses	9.9%	2.5%
Childcare	2.7%	4.4%

In addition to insurance and paid leave employers offer a range of other benefits. Bonuses are common and are offered on a wide range of criteria including individual performance incentives, longevity awards and company-wide success. Company vehicle benefits include mileage reimbursement for the use of employee owned vehicles. Retirement packages may be either defined benefit (traditional pensions) or defined contribution (401K). Depending on the type of retirement package payments may or may not include either employer or employee matching contributions. Childcare benefits include both reimbursement programs and on-site facilities.

Employers were asked the average annual cost of the benefit package offered per employee. The benefits costs were; under \$1,000 (9.9%), \$1,000-\$2,999 (22.6%), \$3,000-\$4,999 (14.1%), \$5,000-\$6,999 (15.2%), \$7,000-\$8,999 (9.7%), \$9,000-\$10,999 (7.1%), \$11,000-\$12,999 (6.5%), and over \$13,000 (15.0%).

Over three-fourths (78.4%) of the employers reported sharing in the premium costs of health/medical insurance, 16.5 percent of the employers reported covering the entire cost of insurance premiums while 5.1 percent of the employers/employees have made other arrangements.